Connecting the Goal to Action

Representative Initiatives for Goal Four*

Vision and Values Initiative

Coordinated with Governor Granholm's Executive Branch Values Awareness, Alignment, and Performance Management initiative, this provides guidance in aligning employee personal values, interests and skills with statewide values throughout MDIT.

Leadership Development Program

This annual event is hosted by MDIT as a growth and development opportunity for department managers. The event, held in a conference-style setting, provides tools and training to help grow MDIT leadership.

Succession Planning

By identifying trends and projections for potential employee departure, succession planning is MDIT's effort to plan for continuity of operations; therefore helping identify skill sets that will be required to meet future departmental needs.

Human Capital Management and Employee Development

This initiative primarily focuses on the MDIT employees and internship program. Professional development and job alignment improves the MDIT work environment and ultimately leads to higher productivity and client satisfaction.

Technical User Groups

Because of the specialized technical talent in the organization, technical user groups are formed to provide MDIT's staff with the necessary networking and training needed to improve the use of various applications like Java or .NET. These user groups give MDIT's technical staff another needed avenue for learning.

Student Internship Program

To foster and develop the department's young talent, the student employment program provides outreach to universities and colleges around the state to recruit future employees, while securing specialized training and developmental opportunities for the existing MDIT student talent pool.

*See Appendix B for a complete list of initiatives

MI - 360° Evaluation

Diana Quintero got feedback from 30 colleagues, employees and supervisors as part of her performance evaluation. The MI 360 evaluation program allows Michigan employees to give and receive feedback - and improve themselves. Surveys went out to people of Quintero's choosing. Responses go directly to the Office of Great Workplace Development and remain anonymous.

"It gave me a clearer picture of how I was interacting and communicating with different people at different levels," Quintero said. Once she'd seen the results, she was able to focus on areas such as being more assertive and speaking up more at meetings. "I've seen tremendous results," she adds.

PROOF POSITIVE